DEVELOPMENT SECRETARIAT.

Revision of the scales of pay of the Entire Establishment of the Revenue Department.

READ—

Government Order No. R. 1305-14—L. R. 105-28-104, dated 10—13th August 1929, passing orders regarding the revision of the scale of pay of the establishment of the Revenue Department in respect of officials getting a pay of less than Rs. 50 per mensem.

2. Correspondence ending with letter No. C. 2501—28-29, dated 28—30th June 1930, from the Revenue Commissioner in Mysore, requesting for reasons given, that sanction of Government might be obtained to the revision of the scale of the entire subordinate establishment of the Revenue Department.

ORDER NO. R. 2422-32—L. R. 105-28-121, DATED 27TH OCTOBER 1930.

In their order of 10—13th August 1929, Government have sanctioned the revision of the grades in respect of officials whose pay does not exceed Rs. 50 per mensem, reserving to a future occasion the revision of the scales of officials on a pay exceeding Rs. 50 per mensem. Government have also directed that 15 hands in District Offices and 85 hands in Taluk Offices should be retrenched in view of the enhancement of pay in the progressive scales sanctioned in the said order. The Revenue Commissioner, however, now reports that this reduction would throw an additional burden on the remaining establishment, and that unless the officials in the higher grades exercised greater supervision and undertook more work, the quality of work in the Revenue Offices would not improve. He has therefore proposed that the Revision might be made to apply to the entire Revenue Establishment so that the officials in the higher grades might also get the benefit overdue to them and work contentedly.

2. The proposals of the Committee in respect of officials on a pay of Rs. 50 and above are as noted below:—

	District Office.	
8	District Sheristedars	150—25/2—200
8	Head Clerks	90— 5 —120
24	Heads of Sections	60— 4 — 80
19	Clerks	50— 2 — 60
	District Treasury.	
7	District Treasurers	80— 4 —100 (with a duty allowance of Rs. 20 per mensem in the Mysore and the Shimoga Districts).
7	Head Accountants	60— 4 — 80 (with a duty allowance of Rs. 10 per mensem for the Mysore District.)
6	Senior Accountants	50— 2 — 60
	Sub-Division Office.	
18	Head Clerks	50— 2 — 60
	Taluk Office.	
70	Sheristedars	60— 4 — 80

The Revenue Commissioner has now recommended that sanction of Government might be obtained to them in their entirety. He has suggested also that the pay of the two shroffs on Rs. 20 shown in Statement II appended to the Government Order of 10—13th August 1929 might be fixed at Rs. 25—1—35 as in the case of the other shroffs. These proposals involve an extra cost of Rs. 2,533⅓ per mensem or Rs. 30,403⅓ per annum. Government consider that these proposals are suitable and are pleased to approve of them.

3. Clause 9 para 10 of the Government Order No. 1305-14—L. R. 105-28-104, dated 10—13th August 1929, lays down that officials already in service are to be

to and that increments are not to be given to them in the new scales unless they satisfy the conditions prescribed in the order. The Revenue Commissioner reports that out of 1,253 officials in the District, Sub-Division and Taluk Offices drawing Rs. 50 and below, only 164 posts carry a progressive pay, that the rest carry fixed salaries and that a large majority of the officials have had no promotions for years together. This clause is also stated to affect adversely those who have been drawing a higher salary in the officiating appointments for fairly long periods. He therefore suggests that provision might be made for the grant of advance increments suitable to the conditions enunciated before and proposes the following working rules for approval:—

(i) All officials who are drawing a substantive pay of less than Rs. 25 to be started on Rs. 25 in the revised grade, provided that they are not drawing higher salaries in officiating appointments.

(ii) Officials in the grades of 25—1—30 and 30—1—35 in the Taluk Offices who are in the intermediate stages of the scales will not be entitled to any increments in the revised scale as they will have earned increments each year. Only those who have reached the maximum will be eligible for increments.

(iii) Officials who are drawing a substantive fixed pay and those who have reached the maximum in the progressive posts and are not officiating in appointments carrying higher pay, to be given advance increments at the rate of one increment for every two years of approved service, computed from the date of getting their present pay, the increments to be so given being limited to a maximum of two. But as regards officials in the higher grades of pay, *i.e.*, 50 and upwards, only one increment to be given if they have put in an approved service of three years and more.

(iv) If the officials have been acting on a higher salary than their substantive pay in long standing vacancies or for over a year, they may be started, in the revised scale, on a pay equivalent to their present salary instead of being reverted to their substantive pay in the new grade.

(v) As regards Gollars, one increment may be given for every two years of approved service, computed from the date of their getting the present pay, the increments to be so given being limited to a maximum of two as in the case of the other officials in grades below 50.

The Revenue Commissioner states that the extra cost involved during the current year will be Rs. 12,100. Government consider that in the case of officials acting on higher salaries in long standing vacancies, the starting salary in the new grades should be fixed on the said basis only when they have been acting continuously for over one year in the said appointments. In other cases the intial pay rule should be made applicable. Individual cases of hardship might be submitted to Government for orders, if necessary.

4. The allocation lists prepared in accordance with the principles enunciated above should be submitted to Government for approval. The Revenue Commissioner is however empowered to accord provisional sanction to them.

5. The revision of the scales of pay of the entire revenue establishment sanctioned in this order as well as that covered by Government Order of 10—13th August 1929 read above will take effect from 1st July 1930. (*Vide* statement appended to this order.) The Revenue Commissioner reports that out of the 100 hands ordered to be retrenched in the latter order, fifty would be retrenched when the revision scheme is given effect to and that the remaining fifty would be retrenched within a period of two years from 1st July 1930. Government agree with the Revenue Commissioner and direct that no vacancies permanent or temporary should be filled up until all the supernumeraries are absorbed.

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